Delaware Public Employees' Retirement System County & Municipal General Pension Plan



Retirement Planning

Presented by the State of Delaware Office of Pensions

Statistics (as of 6/30/17)

- 33,424 Retirees (including terminated vested) from all nine plans
 - 145 from C/M General Pension Plan
- 43,744 Active Members in all nine plans
 - 743 in C/M General
- Over \$9.5 billion + in the Delaware Public Employees' Retirement System (8 pension plans, 1 length of service award plan, 3 post-retirement trusts, 1 investment pool made of two entities)
 - Assets of \$45.9 million in C/M General
 - Approximately 87.6% funding ratio for C/M General

Pension Contributions

• 3% contribution deducted after first \$6,000 of earnings each calendar year

- Employer Contributions
 - FY 2018 7.09% per member

Retirement Eligibility — Unreduced Service Pension

- 30 years of pension credited service at any age
- Age 60 with at least 15 years of pension credited service
- Age 62 with at least 5 consecutive years of pension credited service

Retirement Eligibility – Reduced Service Pension

 Age 55 with at least 15 years of pension credited service

• Reduced 0.4% for each month under Age 60

Retirement Eligibility – Vested Pension

- Must have 5 consecutive years of pension credited service
- Pension is effective first of the month following
 62nd birthday

Unified Pension

- May combine service in the following Pension Plans with service in the C/M General provided not collecting a pension from them
 - State Employees'
 - New State Police
 - County & Municipal Police & Firefighters

Buy-In Options Upon Retirement

- Approved medical leaves of absence
- Sabbatical leave of absence*
 - Can be used to establish eligibility
- Actuarial (Ex: Military, Other Governmental)*
 - *Buy-in options must be approved and/or verified by the Office of Pensions prior to retirement

Payment for Leave Accruals

- You may be entitled to payment for sick and annual leave accruals
- Payment is made by your Organization
- Contact your Human Resources representative for entitlement, estimated payoff amount and date to expect payment

Who is an Eligible Survivor?

- A <u>survivor</u> is a person eligible to receive a monthly pension at the time of the active member or pensioner's death
 - Spouse
 - Child/children under age 18, unmarried, and if between the ages of 18 and 22, a full-time student
 - Child permanently disabled as a result of a disability that began before the child attained age 18
 - Dependent parent(s)

Joint And Survivor Benefit

- Payable to an eligible survivor
- Election must be made
- One-time irrevocable
- Pensioner's monthly pension reduced for lifetime
 - 50% = No reduction
 - 66.67% = 2% reduction
 - 75% = 3% reduction
 - 100% = 6% reduction

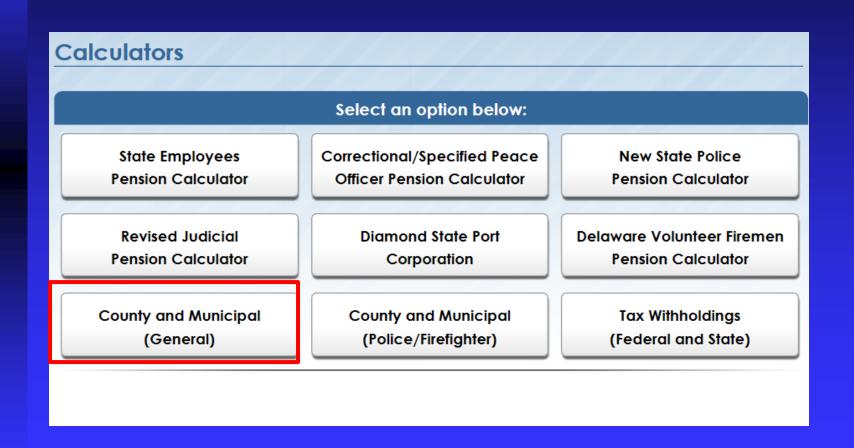
Who is a Beneficiary?

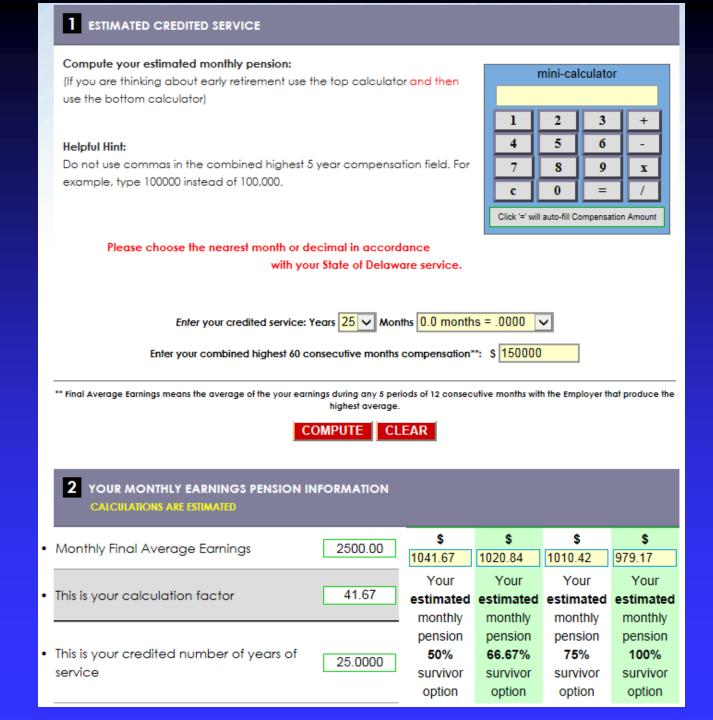
• A <u>beneficiary</u> is named on the Member Actuarial Information form or the Contributory Designation/Change of Beneficiary form and receives a lump sum distribution of the balance of member paid pension contributions, plus interest, in the event that there is no eligible survivor at the time of the member's death

Calculating Your Estimated Monthly Pension Visit www.delawarepensions.com



Calculating Your Estimated Monthly Pension





3 ADDITIONAL CALCULATOR CALCULATIONS ARE ESTIMATED

NOTE: You must perform calculation in Step #1 first for the additional calculators to work properly.

IF EARLY RETIREMENT		\$	\$	\$	\$
		791.67	775.83	767.92	744.17
Enter number of months reduced- then click 'COMPUTE'	60	Estimated	Estimated	Estimated	Estimated
		reduced	reduced	reduced	reduced
		monthly	monthly	monthly	monthly
This is your monthly reduction (months reduced X .004)	\$ 050.00	pension	pension	pension	pension
	\$ 250.00	50%	66.67%	75 %	100%
		survivor	survivor	survivor	survivor
		option	option	option	option
			COMPUTE	CLEAR	
		'			•
IF ACTUARIAL BUY-IN /1 year Buy-in amou	int)	\$	\$	\$	\$
IF ACTUARIAL BUY-IN (1 year Buy-in amou	unt)	\$ 1083.34	\$ 1061.67	\$ 1050.84	\$ 1018.34
IF ACTUARIAL BUY-IN (1 year Buy-in amou		1083.34 Estimated	1061.67 Estimated	1050.84 Estimated	1018.34 Estimated
		1083.34 Estimated monthly	1061.67 Estimated monthly	1050.84 Estimated monthly	1018.34 Estimated monthly
Select Age at Retirement- then click 'CO 55 ✓		1083.34 Estimated monthly pension if	1061.67 Estimated monthly pension if	1050.84 Estimated monthly pension if	1018.34 Estimated monthly pension if
Select Age at Retirement- then click 'CO 55 Calculate	MPUTE'	1083.34 Estimated monthly	1061.67 Estimated monthly	1050.84 Estimated monthly	1018.34 Estimated monthly
Select Age at Retirement- then click 'CO 55 ✓	MPUTE'	1083.34 Estimated monthly pension if electing 50% survivor	1061.67 Estimated monthly pension if electing 66% survivor	1050.84 Estimated monthly pension if electing 75% survivor	Estimated monthly pension if electing 100% survivor
Select Age at Retirement- then click 'CO 55 Calculate	MPUTE'	1083.34 Estimated monthly pension if electing 50% survivor option with	Estimated monthly pension if electing 66% survivor option with	Estimated monthly pension if electing 75% survivor option with	Estimated monthly pension if electing 100% survivor option with
Select Age at Retirement- then click 'CO 55 Calculate	MPUTE'	1083.34 Estimated monthly pension if electing 50% survivor	1061.67 Estimated monthly pension if electing 66% survivor	1050.84 Estimated monthly pension if electing 75% survivor	Estimated monthly pension if electing 100% survivor

Print a complete Estimate Summary based on the data input.

COMPUTE CLEAR

Health Insurance

- Eligible to participate in the group health insurance plans offered by the State of Delaware
- Pay the total cost (member and employer share) of the health insurance
- A member eligible for a vested pension in another plan OR receiving a pension in another plan may be eligible for a portion of the State Share paid by the State

Health Insurance

- All plans coupled with prescription plan coverage (except special Medicfill non-prescription coverage option)
 - Changes in coverage once a year during the open enrollment period in May; changes are effective July 1st
 - Medicare–eligible members' open enrollment period occurs in October; changes effective January 1st
- Life Changing Event Changes must be done within 30 days of the event

Medicare Coverage

- Medicare becomes primary health insurance through Social Security (SS)
 when an individual attains age 65 or SS determines eligibility due to
 disability
- Medicare Part A
 - Hospital
 - Automatically enrolled at the age of 65
- Medicare Part B
 - Medical (doctors, supplies, etc.)
 - Not required until retirement or no longer have active employer coverage
- Medicare Part D
 - Prescriptions
 - If enrolled in State Supplement plan with prescription option, includes Enhanced Part D program
- Enrollment in Medicare Advantage plan is not compatible with the Special Medicfill Plan and enrollment in both is <u>not</u> permitted

Dental Insurance

- Available Plans
 - Dominion National
 - Delta Dental
- Life Changing Event Changes must be done within 30 days of the event
- Automatic payroll deduction

Direct Deposit

- Mandatory for monthly pension
- Deposited on the last business day of each month

Taxes

- Monthly pension is taxable by the Federal Government
- May or may not be taxable in the State where the retiree maintains permanent residence
- Form 1099-R

Payment of First Pension

- Lag Payroll Lag Pension
- Monthly pension is calculated after the receipt of your final pay from your Organization
- Online pay advices

Working After Retirement

- Only applies if considering employment with an organization participating in the C/M General Pension Plan
- Per Delaware statute and IRS guidelines
 - If under age 65 must have a bona fide separation of at least six months
 - If over age 65 a bona fide separation is not required

EITHER OF THE ABOVE AND

Must be in a non-pension covered position

So...Ready for Retirement?

- Written notification to supervisor or Human Resources <u>four months</u> prior to retirement
- Human Resources
 - Validates eligibility to retire
 - Prepares pension application
 - Verifies pension creditable service
 - Submits application to Office of Pensions for acceptance
 - Schedules appointment with member to complete the pension packet
- Member
 - Gathers personal documents needed for self, spouse and eligible dependent(s) as applicable

After You Retire

The Office of Pensions maintains pensioner records

- Updates must be in <u>writing</u>
 - Name
 - Address
 - Other personal information
- Available to answer questions or concerns

Contact the Office of Pensions

• Website: <u>www.delawarepensions.com</u>

Email address: Open_Manual_Loads_Help@state.de.us

• Phone: (302) 739-4208

• Toll free: (800) 722-7300

• Fax: (302) 739-6129

 Office Address: McArdle Building 860 Silver Lake Blvd, Ste. 1 Dover, DE 19904-2402

